

EEOC Northeast Cluster Excel Conference 26 August 2003



**Captain R. D. Watts,
USN**

DEOMI Commandant



Overview

- Overview of the Defense Equal Opportunity Management Institute (DEOMI)
- The role of Senior DoD Executives in promoting EEO

DEOMI



DoD Human Goals Charter

- Recognizes individual infinite dignity and worth
- Assures that equal opportunity programs are an integral part of readiness
- Strives to create an environment that values diversity and fosters mutual respect and cooperation among all persons



Department of Defense **HUMAN GOALS**

OUR Nation was founded on the principle that the individual has infinite dignity and worth. The Department of Defense, which exists to keep the Nation secure and at peace, must always be guided by this principle. In all that we do, we must show respect for the serviceman, the servicewoman, the civilian employee, and family members, recognizing their individual needs, aspirations, and capabilities.

THE defense of the Nation requires a well-trained volunteer force, military and civilian, regular and reserve. To provide such a force, we must increase the attractiveness of a career in the Department of Defense so that service members and civilian employees will feel the highest pride in themselves, their work, their organization, and their profession.

THE ATTAINMENT OF THESE GOALS REQUIRES THAT WE STRIVE

TO attract to the Department of Defense people with ability, dedication, and capacity for growth;

TO provide opportunity for everyone, military and civilian, to rise to as high a level of responsibility as possible, dependent only on individual talent and diligence;

TO assure that equal opportunity programs are an integral part of readiness;

TO make military service in the Department of Defense a model of equal opportunity for all regardless of race, color, sex, religion, or national origin;

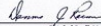
TO provide equity in civilian employment regardless of race, color, sex, religion, national origin, disability, age, or sexual orientation, and to provide an environment that is accessible to and usable by all;

TO hold those who do business with or receive assistance from the Department to full compliance with its equal opportunity policies;

TO help each service member in leaving the service to readjust to civilian life;

TO create an environment that values diversity and fosters mutual respect and cooperation among all persons; and

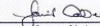
TO contribute to the improvement of our society, including its disadvantaged members, by greater utilization of our human and physical resources while maintaining full effectiveness in the performance of our primary mission.


Chief of Staff, U.S. Army


Chief of Naval Operations

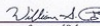

Chief of Staff, U.S. Air Force


Commandant, U.S. Marine Corps


Secretary of the Army

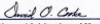

Secretary of the Navy


Secretary of the Air Force


Secretary of Defense


Deputy Secretary of Defense


Chairman, Joint Chiefs of Staff


Director, Administration and Management

July 24, 1998



DEOMI Mission

To enhance leadership and readiness by fostering Equal Opportunity and Equal Employment Opportunity programs and positive human relations through education, training and research.

Why We Are Here

- Social unrest of the 1960's
- Theus Committee



Committee Results

- New DoD directive
- 1971 Defense Race Relations Institute - DRRI
- 1979 DRRI expanded and renamed
Community Management





What We Do

- Equal Opportunity (EO) - 5 courses
- Equal Employment Opportunity (EEO) - 7 courses
- Senior Leader/External Training
- Research

Accredited by the Council on Occupational Education



DEOMI

Unique DoD mission
contributes to combat readiness
and unit cohesion

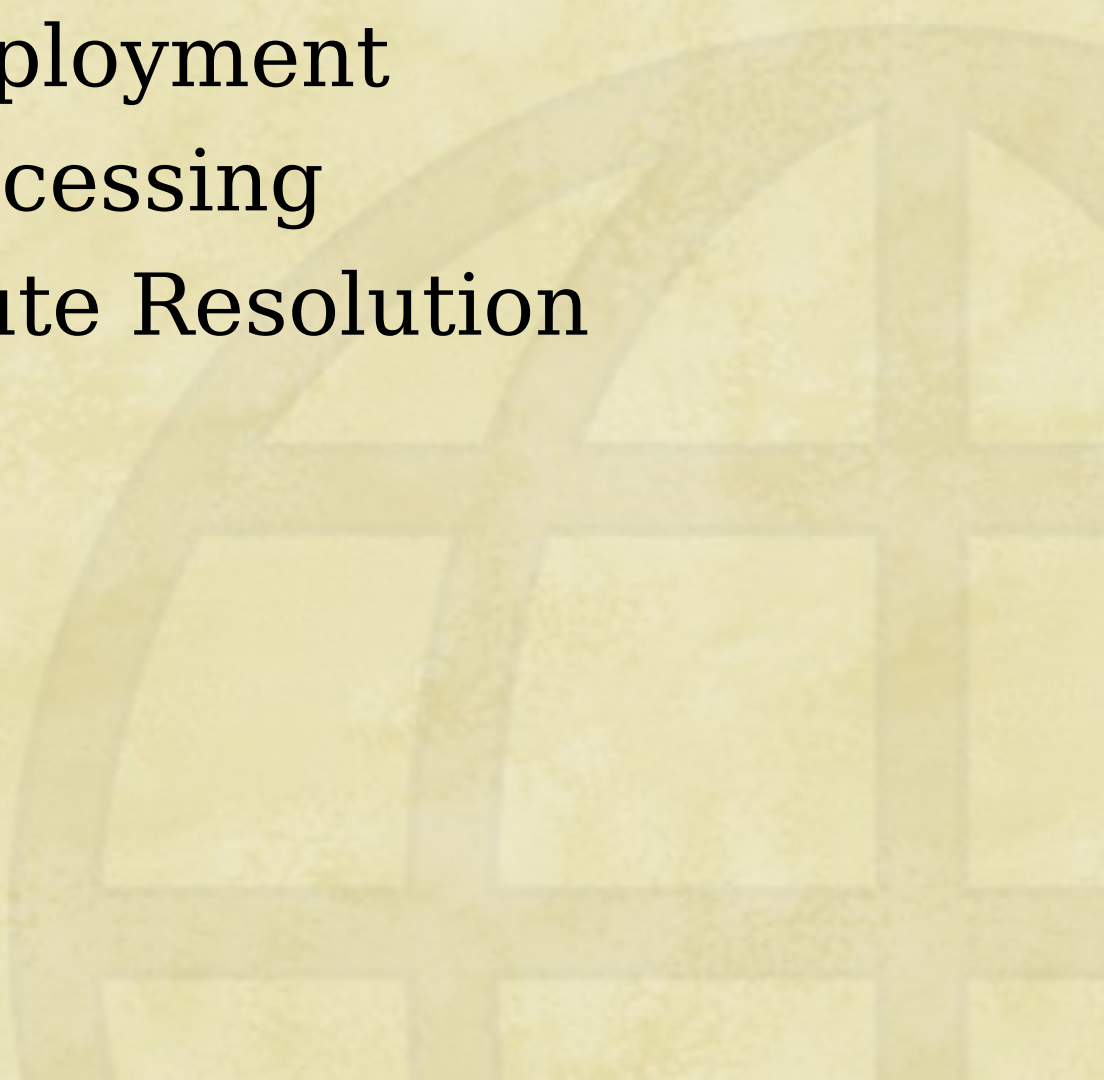
<https://www.patrick.af.mil/deomi/deomi.htm>



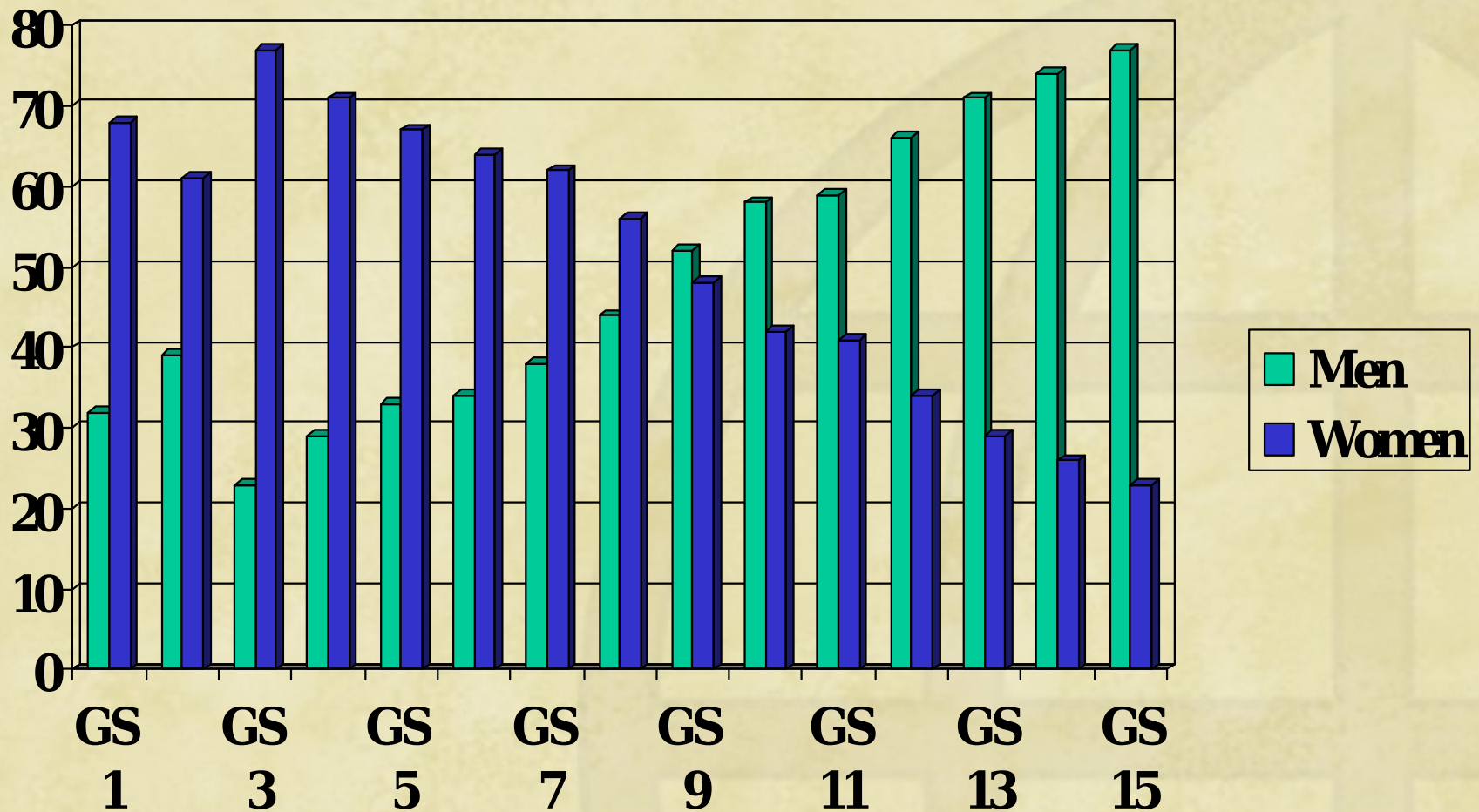
The Role of Senior DoD Executives in Promoting EEO



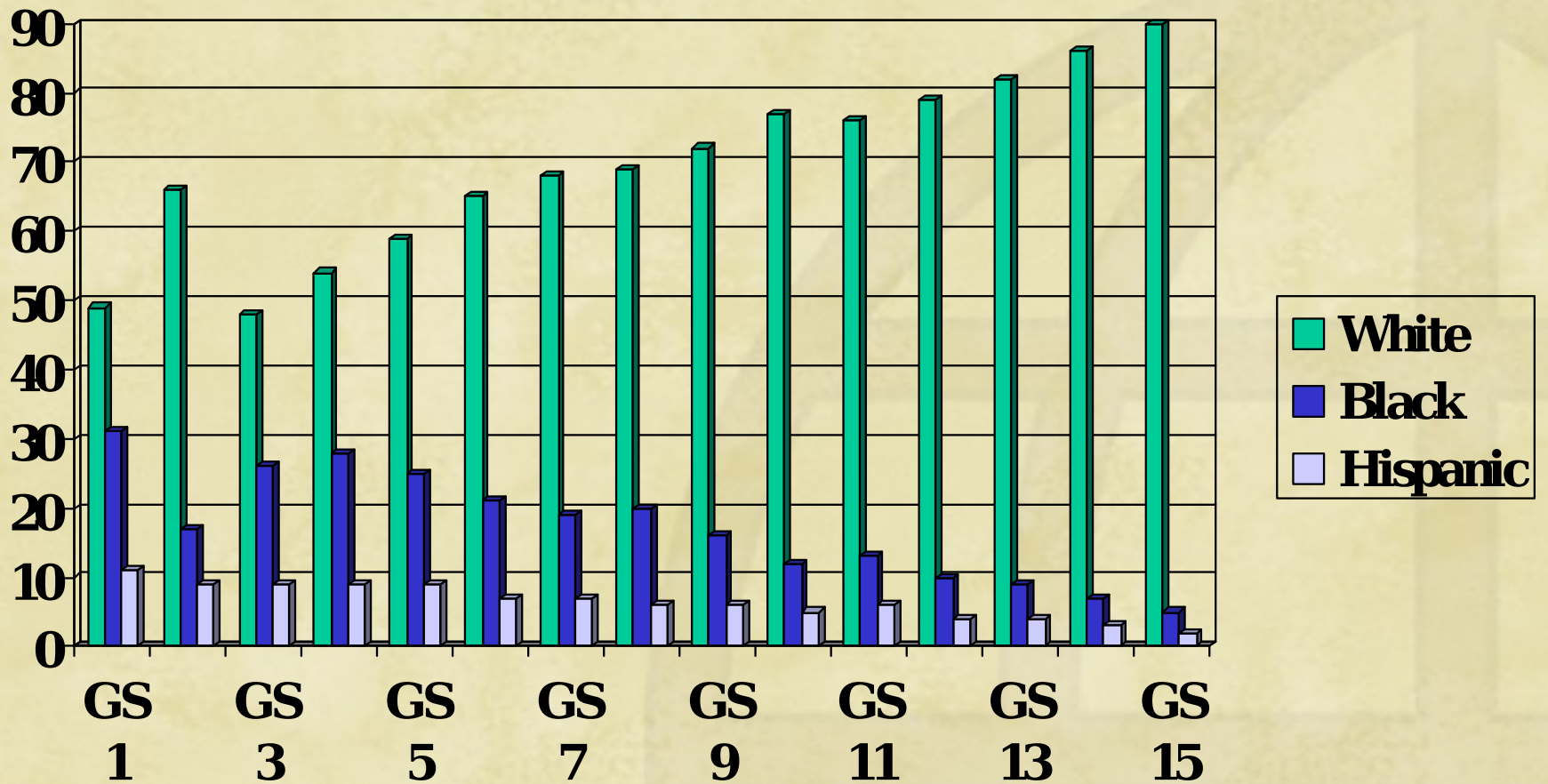
Leader Focus

- Affirmative Employment
 - Complaints processing
 - Alternate Dispute Resolution
- 

DoD Civilian Work Force Representation



DoD Civilian Work Force Representation





Steps to Take

- Establish organizational goals and objectives
 - Objectives can be included in performance plans
- Focus on the mechanisms which will lead to reducing under representation
 - Targeted recruiting
 - Cooperate education programs with colleges and universities
 - Developmental programs
 - Formal Mentoring Programs



Complaints Processing

- Senior executives should review complaints within their organizations
- Meritorious complaints can have an adverse impact on an agencies operating budget
- Analysis of the complaint must be team effort
- Complaints should be resolved as quickly and as thoroughly as possible



Alternate Dispute Resolution

- Must work to ensure that ADR programs are effective
- Managers, employees, and employee representatives must have a comprehensive understanding of the agency ADR program
- Managers have to be effective participants in the process
- Requires education on how to effectively communicate the bases for personnel actions



Effective EEO Program

- Full utilization of the organization's human capital
- Reduced interpersonal conflict
- A shared organizational vision and increased commitment
- Greater innovation and flexibility



**LEADERSHIP OF THE
HUMAN CAPITAL
RESOURCES IS THE
MOST IMPORTANT
ASPECT OF OUR JOBS**



Questions?



Backup

Chain of Command

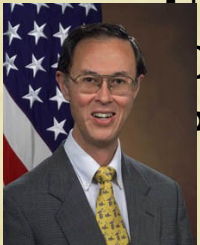


Secretary of Defense
Donald Rumsfeld



**Acting Deputy
Secretary of Defense for
Equal
Opportunity**

John M.



**Under Secretary of
Defense for
Personnel and Readiness**
Dr David S. Chu



**Commandant
Defense
Equal
Opportunity
Management Institute
CAPT
R.D.Watts, USN**



**Principal Deputy Under
Secretary of Defense
Personnel and Readiness**
Charles S. Abell